
Fox6 – Birmingham WBRC TV

EMPLOYMENT OUTREACH

February 21, 2006 – Georgia Association of Broadcasters Job Fair, University of Georgia, Athens, GA

February 22, 2006 – Historical Black College Radio and TV Job Fair, Clark Atlanta University, Atlanta, GA

March 28, 2006 – Oglethorpe University Career Fair, Atlanta, GA

April 5, 2006 – University of West Georgia Media Day Internship Fair, Carrollton, GA

June 14-17, 2006 – National Association of Hispanic Journalists, Fort Lauderdale, FL

August 9-12, 2006 – Native American Journalists Association, Tulsa, OK

August 16-18, 2006 – National Association of Black Journalists, Indianapolis, IN

September 28, 2006 – Clark Atlanta University Internship Fair

October 23, 2006 – Ohio University Career Fair, Athens, OH

INTERNSHIP PROGRAMS

Active year-round internship program for junior and senior year college students

Groundhog Shadow Day

PARTICIPATION IN SCHOLARSHIP PROGRAMS

Emma L. Bowen Foundation for Minority Interests in Media, Inc.

PARTICIPATION IN TRAINING PROGRAMS

On the Job training and various seminars and workshops

Recruitment Summary Form

Reporting Period: December 2, 2005 to December 1, 2006

Total Hires reporting period: 39

Position/Job Title	Job Classification	Referral Source
Graphic Artist	02	Friend
Graphic Artist	02	Tvjobs.com
Graphic Artist	02	Internal
Promotion Producer	02	Internal
Design Director	02	Fullsail Real World Education
Production Tech	03	Employee Referral
AM Producer	02	Employee Referral
Assignment Editor	03	EE Referral
News Reporter	02	FOX6 Website
Photog	03	EE Referral
News Producer	02	on own
News Producer	02	on own
Assignment Editor	03	EE Referral
PT Tape Editor	03	Internal
Assignment Editor	03	EE Referral
News Reporter	02	FOX6 Website
PT Assignment Editor	03	EE Referral
AM Associate Producer	02	Internal
Photog	03	Jobline
5pm News Producer	02	EE Referral
Photog	03	FOX6 Website
Weekend Producer	02	on own
Editor	03	Miles College
News Producer	02	FOX6 Website
PT Production Assist	03	Employee Referral
PT Production Assist	03	On own
Production Assist	03	Internal
Production Assist	03	Internal
Production Assist	03	FOX6 website
Production Assist	03	Internal
PT Production Assist	03	FOX6 Website
Sales Assist	05	Employee Referral
Web Sales Mgr	01	Employee Referral

Sr. Web Producer	02	Internal
Web Producer	02	Internal
Web Producer	02	Internal
Web Producer	02	Internal
Web Producer	02	FOX6 Website
Exec. Assistant	05	Employee Referral

Recruiting Sources

Recruitment Sources used to fill these positions between December 2, 2005 and December 1, 2006

- 1. Name of Source:** Tvjobs.com Web Site
Fax: (760) 754-2115
E-mail: Tvjobs.com
Notification of jobs was posted online
- 2. Name of Source:** FOX6 Web Site: www.wbrc.com (Job line)
Contact Person: F. Rylee, Executive Assistant – FOX6
Address: P.O. Box 6
Address: Birmingham, AL 35201
Telephone: (205) 322-6666
E-mail: Felicia.Rylee@foxtv.com
Notification of all WBRC positions are listed on-line
- 3. Name of Source:** Internal WBRC posting/Fox Station Group Postings
Contact Person: F. Rylee, Executive Assistant – FOX6
Address: P.O. Box 6
Address: Birmingham, AL 35201
Telephone: (205) 322-6666
E-mail: Felicia.Rylee@foxtv.com
Notification of all WBRC positions are posted internally and faxed to all FOX O&O TV Stations
- 4. Name of Source:** Walk-in/Send in Resumes to Station –
Resumes accepted
Contact Person: F. Rylee, Executive Assistant – FOX6
Address: P.O. Box 6
Address: Birmingham, AL 35201
Telephone: (205) 322-6666
E-mail: Felicia.Rylee@foxtv.com
Resumes accepted when sent to above address or applications/resumes turned into the front desk during normal business hours
- 5. Name of Source:** National Black Media Coalition
Contact Person: Employment Resource Center
Address: 11120 New Hampshire Avenue, Suite 204
Address: Silver Spring, MD 20904
Notification /request for ad mailed

- 6. Name of Source: The Birmingham News**
Contact Person: Classified Advertising
Address: 2200 4th Avenue, N
Address: Birmingham, AL 35203
Notification /request for ad mailed
- 7. Name of Source: The Birmingham Times**
Contact Person: Classified Advertising
Address: 115 3rd Ave. W.
Address: Birmingham, AL 35204
Notification /request for ad mailed
- 8. Name of Source: Alabama Public TV**
Contact Person: Ms. Johanna Cleary
Address: 1255 Madison Avenue
Address: Montgomery, AL 36107
Notification /request for ad mailed
- 9. Name of Source: Birmingham Association for Black Journalists**
Address: P.O. Box 185
Address: Birmingham, AL 35201-0185
Notification /request for ad mailed
- 10. Name of Source: Miles College**
Contact Person: Student Placement Office
Address: P.O. Box 3800
Address: Birmingham, AL 35208
Notification /request for ad mailed
- 11. Name of Source: UAB Student Placement Office**
Contact Person: Student Placement Office
Address: University Center, Suite 516, 1400 University Blvd.
Address: Birmingham, AL 35294-1150
Notification /request for ad mailed
- 12. Name of Source: University of Alabama - Birmingham**
Contact Person: Student Placement Office
Address: 414 Arts & Humanities Bldg.
Address: Birmingham, AL 35294
Notification /request for ad mailed
- 13. Name of Source: Alabama State University**
Contact Person: Office of Communications
Address: 915 S Jackson St
Address: Montgomery, AL 36195-0301
Notification /request for ad mailed

- 14. Name of Source: University of Alabama - Birmingham**
Contact Person: Student Placement Office
Address: 901 South 15th Street, Suite 223
Address: Birmingham, AL 35294-2060
Notification /request for ad mailed
- 15. Name of Source: Lawson State Community College**
Contact Person: Student Placement Office
Address: 3060 Wilson Road S. W.
Address: Birmingham, AL 35221
Notification /request for ad mailed
- 16. Name of Source: Alabama A & M University**
Contact Person: Student Placement Office
Address: P.O. Box 997
Address: Normal, AL 35762
Notification /request for ad mailed
- 17. Name of Source: Tuskegee University**
Contact Person: Dean of Student Affairs
Address: 1200 W Montgomery Rd, Kresge Center
Address: Tuskegee, AL 36088
Notification /request for ad mailed
- 18. Name of Source: Jefferson State Community College**
Contact Person: Student Placement Office
Address: 2601 Carson Road
Address: Birmingham, AL 35215-3098
Notification /request for ad mailed
- 19. Name of Source: Talladega College**
Contact Person: Student Placement Office
Address: 627 W. Battle Street
Address: Talladega , AL 35160
Notification /request for ad mailed
- 20. Name of Source: Alabama State Employment Service**
Contact Person: Student Placement Office
Address: 3440 3rd Avenue S.
Address: Birmingham, AL 35222
Notification /request for ad mailed
- 21. Name of Source: Black & White**
Contact Person: Mr. Rosson Richardson
Address: 1312 20th Street S.
Address: Birmingham, AL 35205
Notification /request for ad mailed

- 22. Name of Source: Alabama Broadcasters Association**
Address: 2180 Parkway Lake Dr
Address: Hoover, AL 35244
Notification /request for ad mailed
- 23. Name of Source: Troy State University**
Contact Person: Career Development & Placement Office
Address: 110 Adams University Center
Address: Troy, AL 36082
Notification /request for ad mailed
- 24. Name of Source: Auburn University**
Contact Person: Student Placement Office
Address: 400 Mary Martin Hall
Address: Auburn, AL 36849
Notification /request for ad mailed
- 25. Name of Source: Jacksonville State University**
Contact Person: Student Placement Office
Address: 105 Bibb Graves Hall
Address: Jacksonville, AL 36265-9982
Notification /request for ad mailed
- 26. Name of Source: University of Alabama**
Contact Person: Career Center
Address: Box 870293
Address: Tuscaloosa, AL 35487
Notification /request for ad mailed
- 27. Name of Source: National Association of Black Journalists**
Contact Person: Ms. Samuel
Address: 8701-A Adelphi Road
Address: Adelphi, MD 20783-1716
Notification /request for ad mailed
- 28. Name of Source: National Association of Hispanic Journalists**
Contact Person: Ms. Lopez
Address: 1193 National Press Building
Address: Washington, D.C. 20045
Notification /request for ad mailed
- 29. Name of Source: Birmingham Southern College**
Contact Person: Student Placement Office
Address: 900 Arkadelphia Rd
Address: Birmingham, AL 35254
Notification/request for ad mailed

- 30. Name of Source: Central AL Community College**
Contact Person: Student Placement Office
Address: 34091 US Hwy 280
Address: Childersburg, AL 35044
Notification/request for ad mailed
- 31. Name of Source: Faulkner University**
Contact Person: Student Placement Office
Address: 2970 Lorna Rd
Address: Birmingham, AL 35216
Notification/request for ad mailed
- 32. Name of Source: Gadsden Business College**
Contact Person: Student Placement Office
Address: 3225 Rainbow Dr
Address: Rainbow City, AL 35906
Notification/request for ad mailed
- 33. Name of Source: Herzing College**
Contact Person: Student Placement Office
Address: 380 West Valley Ave
Address: Birmingham, AL 35209
Notification/request for ad mailed
- 34. Name of Source: ITT Technical College**
Contact Person: Student Placement Office
Address: 500 River Hills Business Pk
Address: Birmingham, AL 35242
Notification/request for ad mailed
- 35. Name of Source: Samford University**
Contact Person: Student Placement Office
Address: 600 Lakeshore Dr
Address: Birmingham, AL 35209
Notification/request for ad mailed
- 36. Name of Source: Alabama Job Link**
Website: joblink.alabama.gov
Notification posted on site
- 37. Name of Source: RTNDA Jobline**
Fax: (202) 223-4007
Notification /request for ad faxed
- 38. Name of Source: Bessemer Technical Institute**
Fax: (205) 426-7306
Notification /request for ad faxed

39. Name of Source: Electronic Media
Contact Person: R. Ehrhardt, Rep.
Address: 740 N. Rush Street
Address: Chicago, IL 60611
Fax: (312) 649-7827
Notification /request for ad faxed

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 05/13/06

Position/Job Title: Graphic Artist (3) **Job Classification:** o/c 02

Recruitment Source¹: Word of Mouth – Friend

Contact Person: _____

Address: _____

Phone #: () _____

Total # of Interviewees: 5

Referral Sources ²	No. of Interviewees
Name: <u>Word of Mouth – Friend</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>TVjobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>EE Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/24/06

Position/Job Title: Graphic Artist (3) **Job Classification:** o/c 02

Recruitment Source³: TVjob.com

Contact Person: _____

Address: _____

Phone #: () _____

Total # of Interviewees: 5

Referral Sources ⁴	No. of Interviewees
Name: <u>Word of Mouth – Friend</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>TVjobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>EE Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 03/20/06

Position/Job Title: Graphic Artist (3) **Job Classification:** o/c 02

Recruitment Source⁵: Internal

Contact Person: _____

Address: _____

Phone #: () _____

Total # of Interviewees: 5

Referral Sources ⁶	No. of Interviewees
Name: <u>Word of Mouth – Friend</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>TVjobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>EE Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 03/20/06
Position/Job Title: Promotions Producer **Job Classification:** o/c 02
Recruitment Source⁷: Internal
Contact Person: _____
Address: _____

Phone #: () _____
Total # of Interviewees: 2

Referral Sources ⁸	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/10/06
Position/Job Title: Design Director **Job Classification:** o/c 02
Recruitment Source⁹: FullSail Real World Education
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 2

Referral Sources ¹⁰	No. of Interviewees
Name: <u>FullSail Real World Education</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Graeme Newell's Marketing Ideeanet</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

¹⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 1/30/06
Position/Job Title: Production Tech **Job Classification:** o/c 03
Recruitment Source¹¹: Employee Referral
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 2

Referral Sources ¹²	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Lawson State University</u> Contact Person _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

¹¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

¹² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 11/6/06

Position/Job Title: AM Producer **Job Classification:** o/c 02

Recruitment Source¹³: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ¹⁴			No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____			1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____			

¹³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

¹⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 10/16/06
Position/Job Title: PT Assignment Desk **Job Classification:** o/c 03
Recruitment Source¹⁵: Employee Referral
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 2

Referral Sources ¹⁶	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

¹⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

¹⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 7/31/06

Position/Job Title: News Reporter **Job Classification:** o/c 02

Recruitment Source¹⁷: FOX6 Website

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 4

Referral Sources ¹⁸	No. of Interviewees
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	3
Name: <u>Word of Mouth - Friend</u> Contact Person _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

¹⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

¹⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 7/10/06

Position/Job Title: Photographer **Job Classification:** o/c 03

Recruitment Source¹⁹: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ²⁰	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: <u>FOX6 Website</u> Contact Person _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

¹⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

²⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 7/3/06
Position/Job Title: News Producer **Job Classification:** o/c 02
Recruitment Source²¹: On own
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 3

Referral Sources ²²	No. of Interviewees
Name: <u>On own</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: <u>FOX6 Jobline</u> Contact Person _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

²¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

²² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 6/26/06

Position/Job Title: News Producer **Job Classification:** o/c 02

Recruitment Source²³: On Own

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ²⁴	No. of Interviewees
Name: <u>On own</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: <u>FOX6 Jobline</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

²³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

²⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 07/10/06

Position/Job Title: PT Assignment Desk **Job Classification:** o/c 03

Recruitment Source²⁵: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ²⁶	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	

²⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

²⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 06/19/06

Position/Job Title: Videotape Editor **Job Classification:** o/c 03

Recruitment Source²⁷: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ²⁸			No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____			1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____			

²⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

²⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 06/03/06

Position/Job Title: PT Assignment Desk **Job Classification:** o/c 03

Recruitment Source²⁹: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ³⁰		No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

²⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

³⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 06/19/06

Position/Job Title: News Reporter **Job Classification:** o/c 02

Recruitment Source³¹: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ³²	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

³¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

³² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/24/06

Position/Job Title: PT Assignment Desk **Job Classification:** o/c 03

Recruitment Source³³: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ³⁴		No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

³³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

³⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 05/29/06

Position/Job Title: AM Associate Producer **Job Classification:** o/c 02

Recruitment Source³⁵: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ³⁶		No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

³⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

³⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/19/06

Position/Job Title: Photographer **Job Classification:** o/c 03

Recruitment Source³⁷: FOX6 Jobline

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ³⁸		No. of Interviewees
Name: <u>FOX6 Jobline</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1

³⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

³⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 03/27/06

Position/Job Title: 5pm News Producer **Job Classification:** o/c 02

Recruitment Source³⁹: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ⁴⁰		No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: <u>Word of Mouth – Friend</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1

³⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 06/26/06

Position/Job Title: Photographer **Job Classification:** o/c 03

Recruitment Source⁴¹: FOX6 Website

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁴²		No. of Interviewees
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		3
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

⁴¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 07/03/06

Position/Job Title: Weekend Producer **Job Classification:** o/c 02

Recruitment Source⁴³: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ⁴⁴		No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

⁴³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/03/06

Position/Job Title: Editor **Job Classification:** o/c 03

Recruitment Source⁴⁵: Miles College

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 4

Referral Sources ⁴⁶	No. of Interviewees
Name: <u>Miles College</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁴⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 12/12/05

Position/Job Title: News Producer **Job Classification:** o/c 02

Recruitment Source⁴⁷: FOX6 Website

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 1

Referral Sources ⁴⁸		No. of Interviewees
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

⁴⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁴⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 08/07/06

Position/Job Title: PT Prod. Asst **Job Classification:** o/c 03

Recruitment Source⁴⁹: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁵⁰	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁴⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁵⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 09/04/06
Position/Job Title: PT Prod Asst **Job Classification:** o/c 03
Recruitment Source⁵¹: On Own
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 2

Referral Sources ⁵²	No. of Interviewees
Name: <u>On Own</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁵¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁵² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 07/03/06

Position/Job Title: Production Asst **Job Classification:** o/c 03

Recruitment Source⁵³: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁵⁴	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁵³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁵⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 05/15/06

Position/Job Title: Production Asst. **Job Classification:** o/c 03

Recruitment Source⁵⁵: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁵⁶	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁵⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁵⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/24/06

Position/Job Title: Production Asst. **Job Classification:** o/c 03

Recruitment Source⁵⁷: FOX6 Web

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁵⁸	No. of Interviewees
Name: <u>FOX6 Web</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Alabama Broadcaster's Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁵⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁵⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 03/20/06

Position/Job Title: Production Asst. **Job Classification:** o/c 03

Recruitment Source⁵⁹: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁶⁰	No. of Interviewees
Name: <u>FOX6 Web</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Alabama Broadcaster's Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁵⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/17/06

Position/Job Title: PT Prod. Asst **Job Classification:** o/c 03

Recruitment Source⁶¹: FOX6 Website

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 2

Referral Sources ⁶²		No. of Interviewees
Name: <u>FOX6 Web</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____		

⁶¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 09/25/06

Position/Job Title: Sales Assistant **Job Classification:** o/c 05

Recruitment Source⁶³: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 3

Referral Sources ⁶⁴	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Al.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁶³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/03/06
Position/Job Title: Web Sales Manager **Job Classification:** o/c 01
Recruitment Source⁶⁵: Employee Referral
Contact Person: _____
Address: _____

Phone #: _____
Total # of Interviewees: 3

Referral Sources ⁶⁶	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>al.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁶⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 06/01/06

Position/Job Title: Sr. Web Producer **Job Classification:** o/c 02

Recruitment Source⁶⁷: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 7

Referral Sources ⁶⁸	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁶⁷ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁶⁸ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/03/06

Position/Job Title: Web Producer (3) **Job Classification:** o/c 02

Recruitment Source⁶⁹: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 7

Referral Sources ⁷⁰	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁶⁹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁷⁰ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 05/04/06

Position/Job Title: Web Producer (3) **Job Classification:** o/c 02

Recruitment Source⁷¹: Internal

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 7

Referral Sources ⁷²	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁷¹ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁷² **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 04/10/06

Position/Job Title: Web Producer (3) **Job Classification:** o/c 02

Recruitment Source⁷³: FOX6 Website

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 7

Referral Sources ⁷⁴	No. of Interviewees
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	4
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	2

⁷³ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁷⁴ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WBRC **Date Position Filled:** 08/21/06

Position/Job Title: Executive Assistant **Job Classification:** o/c 05

Recruitment Source⁷⁵: Employee Referral

Contact Person: _____

Address: _____

Phone #: _____

Total # of Interviewees: 16

Referral Sources ⁷⁶	No. of Interviewees
Name: <u>Employee Referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>FOX6 Website</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	6
Name: <u>Birmingham News Ad</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	5
Name: <u>Internal</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>AL.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>Word of Mouth – Friend</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1
Name: <u>BSHRM ad</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zipcode: _____	1

⁷⁵ **Recruitment Source:** Identify by name the source that referred the successful job candidate.

⁷⁶ **Referral Sources:** Identify the organization, agency, person(s), etc. that referred the interviewees.